

Veterans Preference

Agenda

- ◆ Background and Code
- ◆ Benefits of Hiring a Veteran
- ◆ Applying Veterans Preference
- ◆ Home Base Iowa
- ◆ Questions and Answers

History

- ◇ Began as early as the Revolutionary War
 - ◇ Typically Appointed Political Positions – Typically Officers
- ◇ First federal legislation near the end of the Civil War
 - ◇ Disabled Veterans Only
- ◇ 1919 Census Act
 - ◇ Applied to All Veterans – Not just disabled
 - ◇ First use of “Honorable Discharge”
- ◇ Veterans Preference Act of 1944

Iowa Veteran Preference

- ◆ As early as 1892 – preference in taxes, free burials, debt collection
- ◆ 1902 – preference in appointment to Board of Police and Fire Commissioners
- ◆ 1907 – Employment Preference as it is today
 - ◆ Also protection from dismissal

Key Points

- ◆ Provides uniformed method for special consideration
- ◆ Not to place veterans in all positions
- ◆ Does not guarantee an interview
- ◆ Does not guarantee a job offer

Code and Rule

- ◆ Iowa Code 35 Veterans Affairs – Defines “veteran”
- ◆ Iowa Code 35C Veterans Preference – establishes preference
- ◆ Iowa Code 8A.413 – DAS will have veterans points
- ◆ Iowa Administrative Rules 11—
 - ◆ 54.5 – How to apply the points
 - ◆ 57.9 Vets non-compete program

Iowa Code 35 - Veterans Affairs

- ◆ Defines Veterans
- ◆ Resident of the State
- ◆ Served in the Armed Forces
- ◆ Discharged under honorable conditions

Periods of Qualifying Service

- ◆ WW I, Occupation of Germany, Siberia, 2nd Haitian Campaign, 2nd Nicaragua Campaign, Yangtze Service, China Service
- ◆ WW II
- ◆ Korea
- ◆ Vietnam
- ◆ Lebanon, Grenada, Panama
- ◆ Gulf War – August 2, 1990 to Present

Also Included

- ◆ Reservists who served 20 years
- ◆ Reservists who served 90 days of active federal service
- ◆ Merchant Marines during WW II
- ◆ Women's Air Force (WAF)
- ◆ Currently serving reserve members with more than 20 years

Iowa's Definition is Unique

- ◆ Not as restrictive as Federal guidelines
- ◆ Different from the VA definition(s)
- ◆ Differs from many other states
- ◆ No preference for spouses, widows, or dependents
- ◆ Does include rank of Major and above

Iowa Code 35C Veterans Preference

35C.1 – Appointments and Employment

- ◆ Applies to ALL public employment – state, city, county, schools – with one exception
 - ◆ Private secretary, deputy, or confidential relationship (35C.8)
 - ◆ Exception applies to hiring and termination
- ◆ Preference over other applicants of “no greater qualifications”

35C.3 Duty to Investigate and Report

- ◆ Veteran may request notification of refusal and/or grounds of refusal
 - ◆ When they apply
 - ◆ When they interview
- ◆ Agency has 10 days to respond after making the hire

35.C6 Removal

- ◆ Right to a hearing
- ◆ Only removed for:
 - ◆ Incompetency
 - ◆ Misconduct
- ◆ 35C.8 still applies – confidential relationship

Iowa Code 8A

- ◆ Directs DAS to develop rules for...
- ◆ Veterans preference of 5 points.
- ◆ Veterans preference of 10 points.
 - ◆ For service connected disability
 - ◆ Or Purple Heart

Administrative Code 11 – 54.5(2)

- ◆ Proof of Service

- ◆ For 5 Point Preference

- ◆ Copy of DD214 – Armed Forces Report of Transfer or Discharge

- ◆ Other official documents

Administrative Code 11 – 54.5(2)

(cont'd)

◆ For 10 Point Preference

- ◆ Proof of Purple Heart awarded

- ◆ Proof of serviced-connected disability

 - ◆ Most common is letter from the VA

Applying Veterans Preference

General Guidance

- ◆ It is the responsibility of **the hiring agency** to apply veterans preference points to the final screening score.
- ◆ Veterans preference in Iowa **does not** guarantee an interview or job.
- ◆ Veterans' preference **does not** override minimum qualifications or any required selectives.
- ◆ Veterans' points **may** apply to promotions or transfers.

DAS-HRE

- ◆ Maintain veteran preference points in BrassRing
- ◆ Have veterans on staff to answer questions
- ◆ Partner with IWD -have an embedded IWD veteran expert

CAUTION: NOT TO BE USED FOR
IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD.
SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS
RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY			
1. NAME (Last, First, Middle) PUTNAM, WILLIAM GEORGE		2. DEPARTMENT, COMPONENT AND BRANCH ARMY/RA	
3. SOCIAL SECURITY NUMBER [REDACTED]			
4a. GRADE, RATE OR RANK MSG	b. PAY GRADE E08	5. DATE OF BIRTH (YYYYMMDD) 19630613	6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) 00000000
7a. PLACE OF ENTRY INTO ACTIVE DUTY BUTTE, MONTANA		b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) 1827 WYOMING BILLINGS MONTANA 59102	
8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND MANKATO STATE UNIV TC		b. STATION WHERE SEPARATED FORT LEAVENWORTH, KS 66027-1361	
9. COMMAND TO WHICH TRANSFERRED USAR CON GP (RET) 1 RESERVE WAY, ST LOUIS, MO 63132		10. SGLI COVERAGE AMOUNT: \$400,000.00	
11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 1325M 2S FA SR SGT - 9 YRS 4 MOS//63B54 WHEELER VEHICLE MECH - 24 YRS 9 MOS//NOTHING FOLLOWS		12. RECORD OF SERVICE	
		a. DATE ENTERED AD THIS PERIOD 1982 02 11	
		b. SEPARATION DATE THIS PERIOD 2007 08 31	
		c. NET ACTIVE SERVICE THIS PERIOD 0025 06 20	
		d. TOTAL PRIOR ACTIVE SERVICE 0000 00 00	
		e. TOTAL PRIOR INACTIVE SERVICE 0000 02 16	
		f. FOREIGN SERVICE 0003 05 27	
		g. SEA SERVICE 0000 00 00	
		h. EFFECTIVE DATE OF PAY GRADE 1999 09 01	
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) BRONZE STAR MEDAL (2ND AWARD)//MERITORIOUS SERVICE MEDAL (3RD AWARD)//ARMY COMMENDATION MEDAL MEDAL WITH V DEVICE//ARMY COMMENDATION MEDAL (6TH AWARD)//ARMY ACHIEVEMENT MEDAL (4TH AWARD)//ARMY GOOD CONDUCT MEDAL (8TH AWARD) //NATIONAL DEFENSE SERVICE MEDAL (2ND AWARD) //SOUTH WEST ASIA SERVICE//CONT IN BLOCK 18		14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed) ADVANCED NONCOMMISSIONED OFFICERS COURSE, 5 WEEKS, 1992//BASIC NONCOMMISSIONED OFFICERS COURSE, 2 WEEKS, 1989//BATTLE STAFF COURSE, 6 WEEKS, 1998//FIRST SERGEANT COURSE, 3 WEEKS, 1999//RECRUITER COMMANDERS COURSE, 6 WEEKS, 1992//WARRIOR LEADER COURSE, 4 WEEKS, 1985// NOTHING FOLLOWS	
15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM		YES <input type="checkbox"/> NO <input type="checkbox"/>	
b. HIGH SCHOOL GRADUATE OR EQUIVALENT		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
16. DAYS ACCRUED LEAVE PAID 15	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION		YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
18. REMARKS SUBJECT TO ACTIVE DUTY RECALL BY THE SECRETARY OF THE ARMY//RETIRED LIST GRADE 1SG//SERVED IN A DESIGNATED IMMINENT DANGER PAY AREA//SERVICE IN IRAQ 20040210-20050209//SERVICE IN YUGOSLAVIA 20020515-20020712//MEMBER HAS COMPLETED FIRST FULL TERM OF SERVICE//SOLDIER PRESENTED WITH U.S. FLAG//CONT FROM BLOCK 13: MEDAL W/BRONZE SERVICE STAR (2ND AWARD)// //GLOBAL WAR ON TERRORISM EXPEDITIONARY MEDAL//GLOBAL WAR ON TERRORISM SERVICE MEDAL//KOREAN DEFENSE SERVICE MEDAL//NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON (3RD AWARD) //ARMY SERVICE RIBBON//OVERSEAS SERVICE RIBBON (3RD AWARD)//KU-LIB-MDL (SAUDI ARABIA)// KU-LIB-MDL (KUWAIT)//USA RECRUITER BDG//NOTHING FOLLOWS			
The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.			
19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) 1732 SPRING CREEK ROAD LAUREL MONTANA 59044		b. NEAREST RELATIVE (Name and address - include ZIP Code) DIANA A. PUTNAM 1732 SPRING CREEK ROAD LAUREL MONTANA 59044	
20. MEMBER REQUESTS COPY 6 BE SENT TO MT		DIRECTOR OF VETERANS AFFAIRS YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
21. SIGNATURE OF MEMBER BEING SEPARATED <i>William George Putnam</i>		22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) <i>Brett L. Kosene</i> BRETT L. KOSENE, GS11, CHIEF, PERSONNEL AUTOMATION BR	

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)		
23. TYPE OF SEPARATION RETIREMENT	24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AR 635-200, CHAP 12	26. SEPARATION CODE RBD	27. REENTRY CODE 4R
28. NARRATIVE REASON FOR SEPARATION SUFFICIENT SERVICE FOR RETIREMENT		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) NONE		30. MEMBER REQUESTS COPY 4 (Initials) <i>WGP</i>

DD FORM 214-AUTOMATED, FEB 2000

PREVIOUS EDITION IS OBSOLETE.
GENERATED BY TRANSPROG

MEMBER - 4

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Campaign Ribbons and/or Purple Heart

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		 BRETT L. ROSE, GS11, CHIEF, PERSONNEL AUTOMATION BR	
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		MEMBER - 4	

**Character of Service: Must be
HONORABLE**



DEPARTMENT OF VETERANS AFFAIRS
810 Vermont Ave NW
Washington, D.C. 20420

██████████
██████████th Street
██████████ IA 50627

In Reply Refer to:
xxx-xx-5139
27/eBenefits

Dear Mr. ██████████

This letter is furnished to support your consideration for Veterans' preference as you seek Federal civil service employment.

What Our Records Show

The Department of Veterans Affairs records certify that you separated under honorable conditions from active duty military service and that you are entitled to compensation for service-connected disability(ies) which are least 30 percent or more disabling. Your payment is made in accordance with public laws administered by the Department of Veterans Affairs.

How You Can Contact Us

- If you need general information about benefits and eligibility, please visit us at <https://www.ebenefits.va.gov> or <http://www.va.gov>.
- Call us at 1-800-827-1000. If you use a Telecommunications Device for the Deaf (TDD), the number is 1-800-829-4833.
- Ask a question on the Internet at <https://iris.va.gov>.

Sincerely,

Robert T. Reynolds, Director
Benefits Assistance Service

RECEIVED

How Do You Know if an
Applicant Has Veterans
Points?

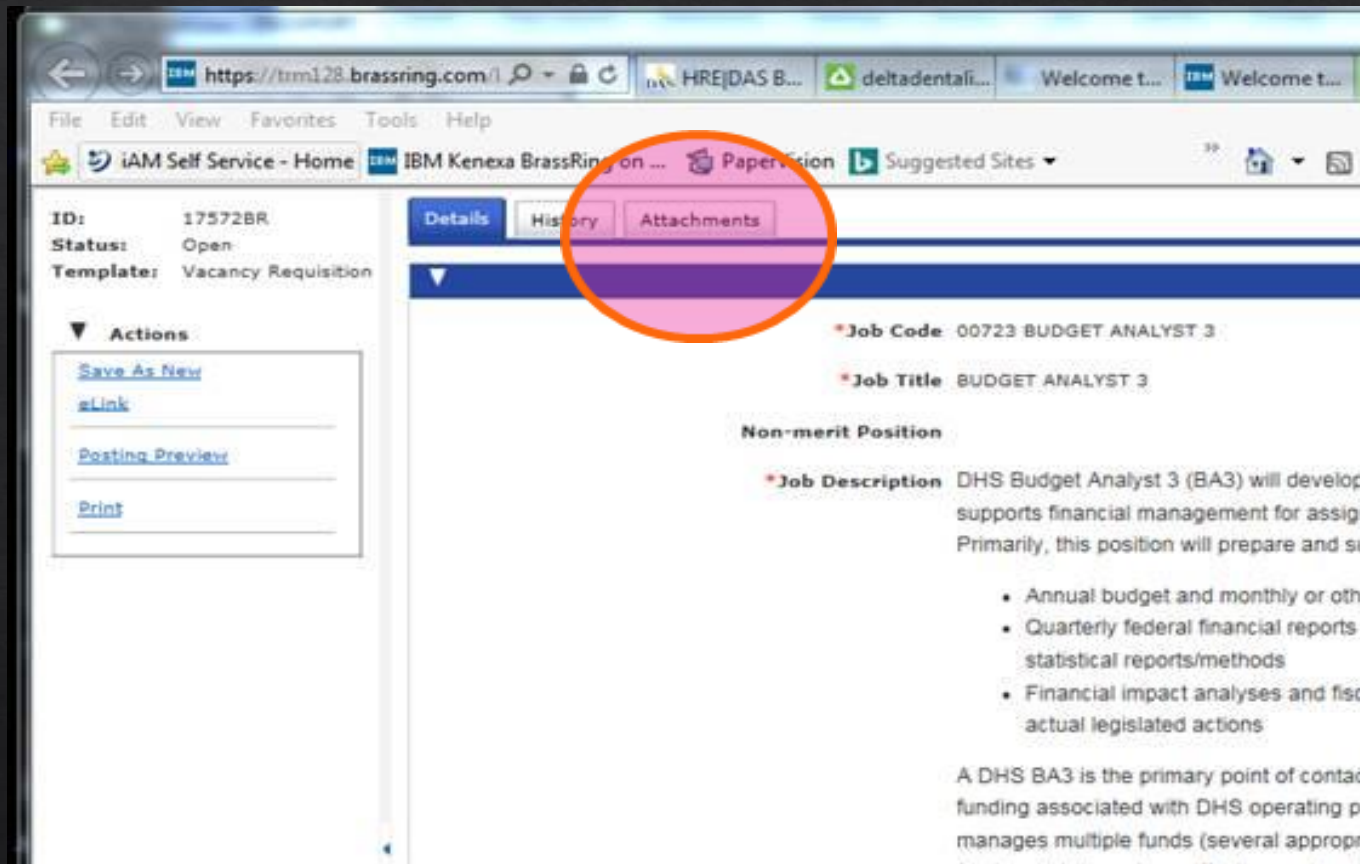
Merit Vacancies

- ◆ DAS issues qualified list
- ◆ A specific column is labelled “VETS”

Non-Merit

- ◆ If DAS screens applicants – we can provide a list
- ◆ If BrassRing is not used – agency will need to determine

Accessing Hiring Lists in BrassRing



Accessing Hiring Lists Cont'd

iAM Self Service - Home IBM Kenexa BrassRing on ... PaperVision Suggested Sites

ID: 17572BR
Status: Open
Template: Vacancy Requisition

Actions

- [Save As New](#)
- [eLink](#)
- [Posting Preview](#)
- [Print](#)

Attachments

Upload New Attachment View Attachment

Date added	Added by	Category	File	File Size
28-Jul-2016 09:40:38	PIEL, SUSAN	Hire List-Confidential	17572BR-401-Budget Analyst 3.xls	33.50 K
28-Jul-2016 09:40:38	PIEL, SUSAN	Hire List-Non Conf	17572BR-401-Budget Analyst 3-NC.xls	30.00 K
08-Jul-2016 09:03:54	WILSON, MEAGNON	Hiring Justification	FM-515 BA3 Polk.pdf	147.44 K
08-Jul-2016 09:03:54	WILSON, MEAGNON	Hiring Justification	FM-514 BA3 Polk.pdf	157.63 K

Non-Confidential Hiring List

11111BR-00786			
Public Service Manager 2			
645-Transportation			
Issued: 11/1/2016			
Expires: 1/30/2017			
	LAST	FIRST	VETS
	Andrews	B	
	Cape	C	5
	Matthews	D	10

How to Apply Points

- ◆ Score all applicants – Then add points
- ◆ 100 point scale
- ◆ A veteran with a perfect score could receive 105 or 110 points

In Summary

- ◆ Become familiar with Veterans Preference
- ◆ Ask your HRA for list containing vets points
- ◆ Use the points when ranking applicants for interviews